

Volume 16, Number 1

September/October 2007

From The Editor

Hello everyone and welcome to the Fall issue of the Words and Vision newsletter. You will find this issue packed full with reports from our representatives who worked diligently on our behalf throughout the spring and summer. Many of these members are new to their role on the FSA and are requesting you contact them to provide guidance and support in representing your interests. With the four newsletters we are planning for this year, I'm expecting alternate issues to be more topical, especially because we do not yet have a website that permits lively (and password protected) discussions of issues that affect us all – retirement, evaluations, and university status to name a few.

My plan is to have the November/December issue focus on the topic of retirement unless your interests lead us elsewhere. Mandatory retirement ends in BC on January 1, 2008. Several institutions, including UCFV and SFU, opted to abandon mandatory retirement before this date. In a recent article in the newsletter of the Canadian Association of University Teachers (CAUT), there is a brief discussion of the plan of SFU to provide at least four options: retirement for those who want it, full time employment for those who prefer to remain working, and two yet-to-be defined options for phased retirement. I believe the more information we have on this issue now, the better prepared we will be to influence plans being made for our future. To check out some history of our coverage of this topic, dig out your December 2004 newsletter and you will find an article written by Doug Smith which raises some important points to consider. If you were not here in 2004 or your organizational skills present a challenge to locating past versions of our newsletter, they are available at the FSA office and will soon be available on the website. Please send your suggestions, comments, and questions to me for this and any other topics of current interest to you as a member of the FSA. The deadline for submissions to the next issue is Nov. 10th.

Until the website is fully functional and accessible directly by us, we will continue to communicate with you mainly through the newsletter and FSA-All. At the present time, you can access some recently published articles through links on our website. You will find the collective agreement is also available.

In an effort to solicit greater participation of members in our FSA communications, I'm attending department meetings to briefly introduce myself and find out how our communications can best serve you. If you have time for a visit please contact me at Rhonda.Snow@ucfv.ca (local 4784). On Wednesdays, you can find me in my office in D3071 between 9:30 and 2:00. I have set this time aside for the purpose of meeting with you as your communications chair. Please drop by to introduce yourself and share your ideas with me.

Rhonda Snow



New Executive

The Faculty and Staff Association elections in early May produced seven new members on the FSA Executive Committee. **Glen Baier** (Philosophy), **Virginia Cooke** (English), **Richard Heyman** (Instructional Media Services), **Rhonda Snow** (Psychology), **Mandy Klepic** (Student Services), **Kulwant Gill** (Library) and **Leifka Vissers** (Social Work) have all joined the incumbents to play their various roles in carrying out the work of the association.

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From The President



Welcome back for another year at UCFV, and for those staff and faculty who have just joined us, "welcome aboard." Like every summer, it has been both the "best of times" and "worst of times". On the one hand we returned to view the new dormitories on the Abbotsford campus which usher in a new age of campus based students at UCFV, and the new gymnasium. On the other hand we also returned to the three story flood in "B" Building in Abbotsford, the uncompleted new trades' facility on the new East Campus, and insufficient parking spaces at the Marshall Road Annex.

In the third week of May, I led our delegation to the week long **Federation of Post-Secondary (FPSE) AGM** in Cranbrook. In the first week of June we held the FSA Executive Retreat at Harrison. The following week I attended the **FPSE President's Council Retreat** at Whistler, where most of the participants (including myself) passed around an especially virulent strain of gastro-intestinal virus which haunted most of us for several weeks to follow.

Also in June, Cheryl Dahl and I attended the **Fraser Valley Labour Council** meeting in Abbotsford. Last year the Executive Committee of the FSA decided to join the newly formed Fraser Valley Labour Council on a trial basis, with obligation to report back to the membership as to our experience and a recommendation as to whether we should continue our participation in the future. The June meeting turned out to be especially interesting as the better part of the meeting was devoted to an open, cordial and frank exchange between **MLA Mike de Jong** and the fifty or so participants from a variety of public sector and private sector unions. When de Jong is not obliged by his position in the cabinet to rattle off the latest version of the provincial Liberal line, he can be both engaging and forthcoming. At the FVLC meeting, aside from dodging questions about soft-wood lumber

exports and the economic harmonization deal with Alberta, he talked openly and honestly about many aspects of government policy

from Bill 29, to minimum wage, to post-secondary enrollments, to the need for increased housing density. What struck me as significant was that one of our MLA's was engaged in a 90 minute, two way dialogue with representatives of the local labour movement. In a world where engaging one's local MLA is most often restricted to Rotary, Chamber of Commerce and Real Estate Board Club meetings, I thought the evening offered a glimmer of democratic hope.

June also saw the working out of the final details and the signing of the **Collective Agreement between the FSA and its two CUPE employees**.

At the end of June, Carol Dickson, the FSA administrative assistant who has played such an important role in the day-to-day operation of the FSA for the past four years announced that she had accepted the position of assistant to the yet to be named dean of Professional Studies. I am sure that Carol will continue to make an outstanding contribution to the UCFV community in her new role. In July we posted for a new person and attracted over twenty applications. An SAC composed of me, Heidi Tveten (our staff contract administrator) and Flo Kehler (administrative assistant in charge of FSA finances) interviewed a short list of five candidates, and we are pleased to announce that Myra Hughes has been hired as the FSA administrative assistant to replace Carol.

These changes in the FSA office have had implications for the further development of our new Web site. We were supposed to have our staff trained so we can operate the site and add content ourselves, but the training had to be put off until we could replace Carol.

The training has now been rescheduled, and the site should be one of increasing value in the months to come. One of the features we are in the process of developing is a comprehensive and well organized page of **Frequently Asked Questions**. You can help by sending me or Rhonda a list of questions you would like to see answered. You don't have to provide the answers, just a list of those questions you think are on the minds of members.

In August Ian McAskill, long time secretary treasurer of the FSA came to me to indicate he had been offered an secondment to the position of acting Dean of Professional Studies until the position is filled permanently in January of the new

year (the search process is underway now). I granted Ian a leave of absence from his FSA role, until he returns, and appointed Heidi Tveten to the FSA Finance Committee in his absence. We wish Ian well in his new role.

My August also involved joining Curtis Magnuson (faculty contract administrator) touring flood damage on the Abbotsford Campus and monitoring construction and anticipated completion dates at the new Trades Centre in Chilliwack. Amazingly, I received nary a phone call or e-mail regarding the operation of summer semester. It would seem that after three years we have finally gotten it right. If my impressions are not well founded, let me know.

On October 5th, I will be making a presentation to the government's **Select Standing Committee on Finance** (dubbed Budget 08). On October 22, 23 and 24 I will be meeting with Cabinet Ministers, Deputy Ministers and MLA's in Victoria. Both events are arranged through FPSE. November 26th, 27th and 28th brings the **BC Federation of Labour Convention in Vancouver**.

Speculation as to which of the recommendations of Geoff Plant's **Campus 2020 Report** will be implemented and when continues both here in the Fraser Valley and in Victoria. There seems to be little question that UVFV will be granted regional university status and the best guess seems to be that the announcement will come in the Throne Speech in next Spring's sitting of the legislature, though some have speculated that the announcement will come later before the 2009 Provincial Election. In the long run the more important question is what will be the terms under which the new regional universities are governed. Will the legislation de-couple us from the other regional universities and allow us to bargain for salaries independently as is the case of Thompson Rivers University under their enabling legislation, or will TRU be tied in with ourselves and Malaspina and obliged to bargain at a common regional university table. Given the priorities and approaches of the government in Victoria, my guess is that the new legislation will tie us to common table bargaining.

Due in part to the lobbying efforts of FPSE, the government has already implemented one of the **Campus 2020 recommendations**. Starting in January, adult learners will be able to take free basic education courses. If the government keeps its commitment to make up the

...continued from page 2

revenue shortfall to the various institutions in the system this is good news indeed, though there are still questions as to what courses are and are not included, and concerns about where ESL for new citizens and immigrants, special education students and the restoration of support systems for students fit into the government's plans. There are also serious concerns, shared by faculty associations, senior administrators and Board Members alike, regarding recommendations in the Plant Report for college and regional college governance. It would seem that the Plant recommendations which call for the extreme centralization, coordination, and bureaucratization of the planning process are so abhorrent to so many interested parties that they are unlikely to see the light of day, but that is just a guess and I've been wrong before. Last but not least, it is disturbing to discover that with all the new construction and reconfiguration at UCFV, there seems an unwillingness to find space for the UCFV Women's Centre on campus. Take a look at Lori Wirth's article in this issue, and make your views known to management. Remember, the Faculty and Staff Association is your association. We are here to assist you in enjoying a rewarding and secure career at UCFV. And we are also here to identify and solve any problems that inevitably arise in the evolution of UCFV as a complex organization. The FSA can more often than not serve as a vital link between employees and Senior Management as to what is and isn't working at UCFV. You, the members, are the eyes and ears of the FSA. Let us know what is broken and we will work with management to get it fixed. Keep those phone messages and e-mails rolling in.

Scott Fast

From the Faculty Vice-President

This is my first time working on the FSA executive. Given that I ran uncontested for the position of V.P. – Faculty, I did not have a chance to introduce myself at the AGM earlier in the year. It is likely that many of you do not know who I am or what I do at UCFV. So let me start by telling you a bit about my situation.

I teach philosophy and am in my fifth year as head of the department of philosophy and politics. My first association with UCFV was as a student at Fraser Valley College in the early 1980s. I started teaching at UCFV as a sessional instructor in 1995 and worked here and elsewhere in the lower mainland until I secured a permanent position at another institution. I returned to take a full-time position at UCFV in the fall of 2001.

I decided to take the position at UCFV because I preferred working here. I enjoyed the level of autonomy granted to instructors at this institution as well as the research and professional development options that are available. I still think this is a great place to work and continue to be happy with my decision to teach at UCFV.

I believe that the advantages we enjoy here are due, in great part, to the efforts of the FSA and the congenial relationship that exists between management and employees at UCFV. The FSA, however, can only function successfully if it is in a position to properly serve all of its members. This requires having an executive that is accessible and is transparent in its operations.

As Faculty Vice-President, one of my chief objectives is to be available to hear the concerns people may have regarding the direction taken by the institution. This is especially important as we make what appears to be the inevitable transition to university status. The change in status will raise a number of significant issues for faculty and we will need to address these issues effectively as a group. With your input and feedback, I hope to be able to properly represent the membership in this regard.

Even though I am new to the FSA executive, I feel that I have been at UCFV long enough to understand the nature of the institution and I look forward to learning more in my role as Faculty Vice-President.

Glen Baier



FSA attendees at the Federation of Post-Secondary Educators (FPSE) Annual General Meeting in Cranbrook - May 15-17, 2007.

Left to right: Norm Taylor, Scott Fast, Isabel Hay, Curtis Magnuson, Ian McAskill, and Rhonda Snow

From the Staff Vice-President

Along with all other FSA Executive members, I want to welcome everyone to another year at UCFV.

My name is Richard Heyman and I am the Manager of Instructional Media Services.

As your Staff Vice President, a great part of my position will involve finding out more from FSA staff members. I would like to get an understanding about where staff work, and how things are going.

As such, I will be announcing a series of lunch hour departmental staff meetings over the coming semester that will help acquaint me with you, your department and what you do in that department.

I have been involved with the Faculty and Staff Association since its inauguration in 1976. Yes, I, along with some other current FSA execs, have been employed here that long (I was hired in September 1975). We were a very small group at that time....perhaps 60 employees.....and everyone knew everyone.

UCFV has been growing rapidly in the last few years and many of us are unable to know everyone anymore. I hope, in a small way, that these staff meetings will provide this opportunity to allow us to get us away from our piles of work at least temporarily.

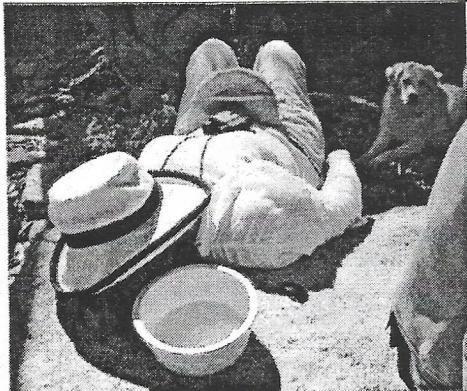
My first position was Membership Chair, which included staff grievance and the planning of our social events.

A few years later, I became the Job Classification Audit Committee (JCAC) rep for the FSA and then was elected to the Staff VP position, which I held for a number of terms.

It's been quite a while since I was last on the FSA Executive so I am very glad to be back. The current executive is a strong and vibrant group.

Once again, welcome and welcome back to another year at UCFV.

Richard Heyman



Coming up in the next issue:

This will no longer be mandatory:

Retirement!

Send your questions and comments on retirement to me by November 10th.

Email: Rhonda.Snow@ucfv.ca

Status of Women Report

The Women's Centre at UCFV currently has not been designated space and the future of the Women's Centre is unknown at this point. The Facilities Planning Working Group (CFPWG) is in charge of designating space and has decided that the Women's Centre is, "non-essential space" that does not fall under AVED funding guidelines.

From its inception, the centre had close ties to the community with organizations such as, The Women's Resource Society of the Fraser Valley who is interested in supporting the UCFV Women's Centre. A suggested shared space was offered as a solution but unfortunately we cannot control when women need to access services, when they are abused and therefore cannot have a space that has different activities going on throughout each week. Telling someone to come back in a couple of days is not a realistic option.

There are many of us — students, staff and faculty — who reacted with surprise when finding out the Centre is not be seen as an important student service by our administration and AVED. The Women's Centre has contributed to student life on campus by means of a work-study student who organizes and promotes several events per year such as; Women's History Month, National Day of Action on Violence against Women, Valentine's Day Fundraiser, and International Women's Day.

Any support or suggestion to resolve this matter would be greatly appreciated. I am currently waiting for responses from other FPSE Status Women Representatives with feedback on how some of their institutions manage to have space and funds for Women's Centre's on their campus.

With much needed support from SOWK Instructor Georgina Marsom we will be trying to form an ad hoc committee with the intention of planning a strategy to secure space and funding for the women's centre.

Lori Wirth

From the Faculty Contract Administrator

When I came to work at UCFV ten years ago, I remember that some well-intentioned faculty member told me that I would enjoy the “long academic summers” between the winter and fall semesters. While I still have fond memories of having extra time to read and prepare for my classes, the summer of 2007 came and went without feeling either long or particularly academic. For the most part, I was on campus during July and August, with two week-long breaks punctuating my activities as Faculty Contract Administrator.

Since I last wrote to you in the FSA’s Annual Report, there has been a lot of activity and even a few changes coming from the union office. Here are some highlights:

- We were able to increase to 100% the FTE of a permanent part-time B faculty member using Article 18.17 of the Collective Agreement.
- Diane Griffiths and I have been working towards implementing a system whereby the IPEC files of post-probationary faculty members would be returned to those members one year after they have successfully completed their probation.
- We negotiated a change in department head using Article 11.7(c) of the Agreement.
- I have been approached by a number of new faculty members regarding their initial placement on the salary scale. While not grievable under Article 20.6(d), the Agreement does allow faculty members to renegotiate their starting salary and this has occurred with some success.
- I observed the interview of a faculty member who successfully returned to a director level position as well as the interviews for a new faculty position being hired into the Counselling Services department.
- In May, I completed a three-day course at the Justice Institute in Negotiation Skills.
- Under Article 10.7(d), I served as advocate for an FSA member who was accused of harassment where the complaint was unfounded.
- Over the objections of the FSA, UCC passed a new Harassment Prevention Policy in the spring that does not require that the FSA be informed when FSA members are named in harassment proceedings. Given this, it is incumbent upon the Conflict Resolution Office to inform FSA members of their rights to representation under Article 10.7(d). I would strongly discourage any FSA member from agreeing to participate in such a proceeding without union representation.
- We continue to meet regularly to clarify the working conditions of Trades faculty. One outcome is that all Trades faculty are now entitled to a morning coffee break of 15 minutes without having to add an additional 15 minutes to their class time.
- Diane Griffiths and I met with a department to review the Assignment of Courses for Faculty (Article 18.16). I cannot stress enough how important it is for all faculty members, and department heads in particular, to be aware of and to follow these rules in the allocation of work to regular and sessional faculty alike.
- Scott Fast and I met a number of times with various Trades faculty to listen to their concerns about the impending move to the new facility in Sardis. We toured the new facility in August and were struck by how behind schedule it appeared to be.
- Scott, Heidi, and I negotiated a one-time payment of \$2,000.00 for all Trades faculty and staff who are adversely affected by the move to the new campus.
- Scott and I worked with Diane to negotiate the end of three-year renewable contracts for non-probationary faculty members. The first faculty members to receive contracts without end dates were the members of the Writing Centre, who became our newest faculty members in the spring. I have been assured that the rest of us non-probationary faculty members will receive our ongoing contract letters in the coming months.

As much as I would like to forget it, the highlight of my summer has to be the flooding of Building B on the Abbotsford campus. After the much hyped flood that didn’t occur in the Fraser Valley this spring, I was more than a little unprepared to return from Shuswap Lake after the August long weekend to learn that my office, and half of the School of Social Work, among several others, had been severely flooded. It was a difficult time for staff in particular, who had to carry on working under conditions that were less than ideal. The smell emanating from the flooded carpet is something I will not soon forget and it left me and some others feeling ill.

I was impressed by the actions of all the Facilities staff, who worked hard to get our offices back in order. I am appreciative of the efforts made by Facilities to deal with the issue in a timely manner.

Heidi and I now have access to Blackberry devices and I encourage all FSA members who need to reach me to do so via this technology. My cell phone number is 604.626.2506 and my e-mail now follows me around on my right hip.

I hope that you have a good school year ahead of you — that it does not feel too long and is meaningfully academic.



Curtis Magnuson

From the Staff Contract Administrator

First off, I'd like to say welcome back! I hope everyone had an enjoyable summer and a much deserved break. This fall term has been off to a quick and busy start with new issues and projects on the go in addition to ongoing issues that have been underway over the summer months.

I would like to take the opportunity to provide a summary of some of the contract administration issues that I have been involved in over the past couple of months. The following is a list that outlines some of what I have been working on in my role as Staff Contract Administrator.

SACs – This summer I have sat on a few Selection Advisory Committees (SACs) as an observer. I do not sit on all staff SACs as an observer, but many times I am asked by an internal candidate or a Chair of an SAC to sit in on the process. This quite often is the case when a qualified internal applicant has been selected for an interview or if there are multiple internal candidates who have been short-listed.

Workload Allocation – I quite frequently field questions from members regarding how work is to be allocated for staff within a department (Article 18.7). A couple of cases this past summer involved Type A Staff Employees with less than 100% contracts.

Where additional generalized work in a department is available to be offered to multiple employees who hold the same job title, work will be distributed in the following order:

1. Type A Staff (permanent employees) with less than 100% contracts shall be topped up to 100% in an equitable manner according to seniority and qualifications.
2. Type C and D Staff working less than 100% in a department will be offered additional work up to 100% in an equitable manner according to departmental seniority and qualifications

Discipline – I have represented two employees over the past few months who have received disciplinary action. Quite commonly the means of discipline used are a written censure or letter of reprimand or an adverse evaluation report.

1. In the first case, the employee received a letter of reprimand in his personnel file as a result of failing to carry out the required duties of his position.

In this case, the employer had held a few meetings with the employee where it was clearly stated what the expectations of the employee were with respect to his job duties. It was also stated that failure to carry out the required duties would result in further action to be taken by the employer. As the employee continued to fail to carry out the required duties of his position, a written reprimand was issued to the employee and placed in his personnel file for a specified period of time.

2. In the second case, an employee received an unfavorable evaluation. As per Article 13.1 of the collective agreement, the purpose of an evaluation is to determine an employee's suitability for reappointment or continuing appointment.

Often as a result of an unfavorable evaluation, an employee may be placed on a trial period as per Article 12.1 (d)(i) of the collective agreement.



continued ...

This article states that at any time during a continuing appointment, if there is cause for concern about an employee's performance as a result of unfavorable evaluation reports, the employee may be put on a trial period.

At the end of a trial period, employees are usually re-evaluated and, as a result of the re-evaluation, returned to a continuing appointment without term unless there is further concern with an employee's performance.

Terminations – There has been one termination over the last few months.

1. A Type A employee was terminated as a result of his failure to carry out the requirements of his position. Initially, the employee received a verbal reprimand and a letter outlining the employer's expectations of the employee.

In this case, the employer had held several meetings with the employee addressing the concerns. Several attempts were made by the union to ensure that the employee understood his responsibilities. Although the employee understood what was required of him, he failed to meet the expectations set forth by the employer. As a result, the employee was terminated.

If you have any questions or would like to stop by the FSA office please feel free to do so. I can be reached at local 4593 or you can find me in B377. I am in the Abbotsford FSA office Monday through Friday, and upon request I am readily available to meet with members on another campus.

In addition, to facilitate communications with members while out of the office, I can also be reached at 778-808-0917. Thankyou.

From The Contract Chair

The dust has had time to settle on the Collective Agreement (April 1, 2007 – March 31, 2010), which is available online. However, its location is not immediately apparent. If you go to the homepage for the FSA, you will find a tab at the top labelled “FSA Resources.” Click on that and one of the choices is the Collective Agreement. I have requested of Employee Services that a link from their homepage also make the contract far more transparent. As the new Contract Chair, I have so far discovered that the index is inadequate, and that you are better off searching for particular items in the Table of Contents.

Many of you may have been pre-occupied with other matters while the contract was being negotiated, and may not be aware of the status of various Letters of Agreement or Letters of Understanding. Several of the previous letters of agreement have been incorporated into the Collective Agreement. For example, the Lab Instructor workloads are housed in Article 18.5; the previous letter of agreement on “banked sections” is Article 18.11, and the “evaluation of senior administrators” can be found in Article 12.12.

Some of these letters of agreement have simply been enacted, as, for example, the “Recognition of Service Days” for staff, the “fixed dividend” (signing bonus) we received when the contract was ratified, and the increased support for Department Heads. You should also note that the Computer Purchase Plan and Development allowance are still available.

There are some letters, which you will find appended to the Collective Agreement, that require ongoing work jointly between the FSA and the Administration. Committee work is still in process on “Exclusions” from the union and on “Research/Faculty Recruiting.” Two further working groups result from letters which for some reason do not appear appended to the contract: “Online Learning” and “ESL Workload.”

We are all still waiting for the announcement of our shift in name and the ensuing legislation. In the meantime, I plan to amuse myself by studying Thompson River’s revised contract to see whether it can serve as a model for us.

I don’t know that I have ever produced a piece of writing as dry as this one, but if you haven’t nodded off by now, you will be a bit better informed about the contract. For future reports, I’ll see if I can’t scare up something rather more exciting.

Virginia Cooke

From the NEC Chair

The Non-Regular Employee Committee (NEC) within the FSA represents both non-regular faculty (Sessionals) and non-regular staff (Type C, D, and Auxiliary Staff). All non-regular employees are welcome to join this committee. Ideally, the committee is composed of equal numbers of faculty and staff. We meet on the fourth Monday of each month.

Oct. 22 - Time TBA

Nov. 19 - Time TBA

Dec. 17 - Time TBA

If you are interested in joining this committee, or if you have any questions or concerns related to non-regular employment at UCFV, please email me: Leifka.Vissers@ucfv.ca

There is now a list-serve for non-regular employees; however, some non-regulars do not have UCFV email accounts. If you are a non-regular employee who has not yet received an email about the NEC, please contact me with your current email address.

As the 2007-2008 Non-Regular Employee Committee Chair, I look forward to an exciting and productive year.

Leifka Vissers

From The Secretary Treasurer

The independent financial review of the FSA books for the year ending April 2007 was prepared over the summer by Hannah Barton, CGA. As is our practice, for your interest and reading pleasure, pertinent elements of this report have been copied for your review in this edition of *Words and Vision* and the complete report is available at the FSA office. We have an independent financial review performed annually to ensure that our financial reporting is complete and transparent and our recordkeeping is in conformity with generally accepted accounting principles. This report for the year ended March 31 is not able to be completed in time for our AGM at the beginning of May so the results are customarily reported at the August FSA executive meeting and published to the members in our September newsletter. We maintain our internal bookkeeping practice to follow general accounting practice, and our budget envelopes to generally reflect the allocation used by the accounting firm in their annual review. I am pleased to report that the result of this year's review is consistent with our own accounting given at the AGM, and no changes are recommended in our bookkeeping practices. I draw your attention in this respect, to their review letter, which indicates:

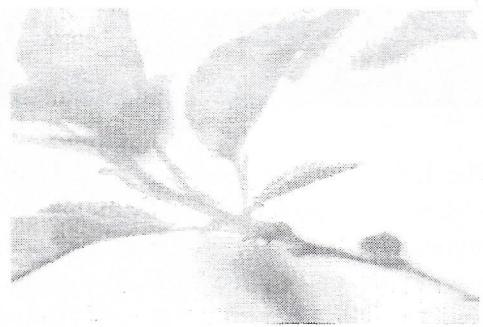
"Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles."

In other matters, very soon the semi-annual budget update report will be prepared for review by the Finance Administration Committee. The purpose of this report is to identify and examine expenditures where our actual spending is out of line with our budget at the halfway point.

On a personal note, many of you are aware that, I have accepted a short term secondment from my teaching and CIS Department Head duties, to assume the position of Acting Dean of the Faculty of Professional Studies, until the selection committee finds their candidate to relieve me. Even though it is a temporary position for me, it is nevertheless a tremendous honour to be chosen to be the founding Dean of this large Faculty. And I am truly humbled by the number of congratulatory notes and expressions of support I have received from all over our institution. Thank you for your expressions of confidence! *llegó el momento de la verdad!*

It is worth noting that the experience I bring to the task has mostly been gained from my many years of service in the FSA, and that reveals a very positive view of the FSA by our senior administrators. In my seconded management role position, I am naturally obliged to avoid any appearance of conflict of interest. Accordingly, I have advised the President and requested release from my executive office over this interim period. In this respect, I am pleased to report the encouragement I have received from Scott and other members of the Executive, though I'm left wondering if that encouragement is over my new role or about my consequent absence from executive meetings in the few months ahead.

Ian McAskill



Management Responsibility Financial Reporting

The financial statements of UCFV Faculty & Staff Association have been prepared in accordance with generally accepted accounting principles. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgments. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of UCFV Faculty & Staff Association's reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Board of Directors is responsible for ensuring that management fulfills its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Board carries out this responsibility principally through its Finance Committee. The Finance Committee is appointed by the Board and meets periodically with management and the accountant to review significant accounting, reporting and internal control matters. Following its review of the financial statements and discussions with the accountant, the Finance Committee reports to the Board of Directors prior to its approval of the financial statements. The Committee also considers, for review by the Board and approval by the members, the engagement or re-appointment of the external accountants.

The financial statements have been reviewed on behalf of the Board by Hanna Barton & Company Ltd., in accordance with generally accepted auditing standards.

Financial Statements

UCFV FACULTY & STAFF ASSOCIATION Financial Statements Year Ended March 31, 2007

REVIEW ENGAGEMENT REPORT

To the Members of UCFV Faculty & Staff Association

I have reviewed the statement of financial position of UCFV Faculty & Staff Association as at March 31, 2007 and the statements of operations and changes in net assets for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to me by the Association.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

The previous year's financial statements were prepared by another accountant.

Abbotsford, British Columbia
June 15, 2007

CERTIFIED GENERAL ACCOUNTANT

UCFV FACULTY & STAFF ASSOCIATION

Statement of Financial Position

March 31, 2007

(Unaudited)

	2007	2006
ASSETS		
CURRENT		
Cash	\$ 8,758	\$ 28,595
Term deposits (Note 3)	122,056	119,453
Accounts receivable	47,888	47,373
Accounts receivable from employees	-	128
Interest receivable	1,761	1,484
Prepaid expenses	-	303
	180,463	187,985
CAPITAL ASSETS (Note 4)	25,917	24,821
LONG TERM INVESTMENTS	235,413	226,283
	\$ 441,793	\$ 449,109
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accruals	\$ 105,459	\$ 100,286
NET ASSETS		
Invested in capital assets	25,917	24,821
Unrestricted	310,417	324,002
	336,334	346,823
	\$ 441,793	\$ 449,109

FPSE News

New poll shows public still concerned about the high cost of post-secondary education

"We can't keep ignoring the basic fact: a majority of British Columbians think post-secondary education tuition fees are too high," said Cindy Oliver, President of the Federation of Post-Secondary Educators (FPSE). Along with representatives from the Canadian Federation of Students (CFS), Ms. Oliver was releasing the results of a FPSE poll on post-secondary education issues conducted by Ipsos Reid.

"According to this poll about 55 percent of British Columbians think that post-secondary tuition fees are too high. Tuition fees have risen steadily since the provincial government decided to de-regulate those fees in 2002. It's time to re-think that policy and use some of the province's available fiscal strength to invest in public post-secondary education," said Oliver.

"Certainly the polling data supports that change in policy," Oliver added. "86 percent of those polled think that the best way to solve the skills shortage is for the provincial government to invest more in public post-secondary colleges, institutes and universities. That strong vote of support by British Columbians needs to be reflected in a strong commitment by this government to properly fund our existing public post-secondary system," Oliver noted.

"The polling numbers also confirm that a strong majority (81%) of British Columbians think that the steady rise in student debt is making it harder for students to complete their post-secondary education," said Shamus Reid, BC Chairperson for the Canadian Federation of Students. "For many students \$25,000 to \$30,000 of student loans are not uncommon. That debt often stands in the way of either timely graduation or completion of their post-secondary education," Reid added.

"We know the provincial government has recently completed a review of post-secondary education. That review process—Campus 2020—included a number of recommendations that, unfortunately, don't address the critical issues of affordability and access. Over the next few months, we are going to be urging MLAs and Cabinet Ministers to more effectively address the funding needs of post-secondary education in ways that were not reflected in the Campus 2020 report," concluded Oliver.

Financial Statements (continued)

UCFV FACULTY & STAFF ASSOCIATION

Statement of Operations

Year Ended March 31, 2007

(Unaudited)

	2007	2006
REVENUE		
Dues	\$ 555,768	\$ 496,922
AGM and social revenues	5,155	4,493
Investment income	18,487	14,252
	579,410	514,667
EXPENSES		
Amortization	6,479	4,729
Annual general meeting	3,649	3,743
Committee expenses	-	25
Communications	11,132	3,645
Delegate and seminar fees	1,814	1,044
Donations	3,365	3,952
Federation of Post Secondary Educators fees	260,680	240,600
Fitness Challenge	4,000	2,999
Membership recognition	5,145	4,684
Office and miscellaneous supplies	7,853	7,499
Professional fees	9,308	6,737
Release time	180,105	158,081
Retreats	6,306	8,472
Salaries and wages	82,358	71,451
Socials	7,207	7,320
Travel and entertainment	2,498	1,641
	591,899	628,182
DEFICIENCY OF REVENUE OVER EXPENSES BEFORE GAIN ON DISPOSAL OF OFFICE EQUIPMENT AND FURNITURE	(12,489)	(13,525)
GAIN ON DISPOSAL OF OFFICE EQUIPMENT AND FURNITURE	-	(843)
DEFICIENCY OF REVENUE OVER EXPENSES	\$ (12,489)	\$ (12,662)

UCFV FACULTY & STAFF ASSOCIATION

Statement of Changes in Net Assets

Year Ended March 31, 2007

(Unaudited)

	Invested in capital assets	Unrestricted	2007	2006
NET ASSETS - BEGINNING OF YEAR	\$ 24,821	\$ 324,002	\$ 348,823	\$ 361,505
Deficiency of revenue over expenses	1,096	(13,585)	(12,489)	(12,662)
NET ASSETS - END OF YEAR	\$ 25,917	\$ 310,417	\$ 336,334	\$ 348,823

Are Term Limits Advisable?

Organizations often struggle with this dilemma: How does one balance the need for continuity and experience on a Board with the need for renewal?

Clearly, it is not healthy to have all Board positions turn over at the same time. Such a reality means that experience and knowledge are lost and that mistakes may be made by the new Board due to lack of depth and continuity. It also means that the Board relies excessively on senior staff for guidance.

Conversely, having the exact same members serving on the Board, term after term may mean that decision-making becomes predictable and stale. The capacity to examine new ideas and fresh approaches may then be limited.

Some organizations attempt to address the above dilemma by imposing term limits on their directors and officers. For example, the Bylaws may stipulate that an individual may serve for no more than three consecutive terms in the same position, and must then be away from the same position for an established period (usually a year or two) before he or she can serve on it again.

Do term limits work? Sometimes they do and other times they do not. If an ineffective individual is very attached to a position of power, a term limit may force him or her out and make room for a new and possibly more effective member. This is especially true if people are too shy or afraid to give direct feedback to an ineffective member, suggesting that it may be time for him or her to make room for others to serve as leaders.

On the other hand, term limits (entrenched in bylaws or legislation) can force a capable and effective individual out of office when he or she is at peak performance and when the organization desperately needs him or her. In such cases, term limits have a damaging impact on the organization.

...continued from page 10

So what options might you consider? As a first option, try informal methods of ensuring the right balance between continuity and renewal. Have a measured and deliberate nominations process that seeks out new entries to the Board while keeping experienced individuals with the right skills and attitudes on the ballot. Your choice of nominees should be driven by the needs of the organization and not by a desire to be popular or avoid offending some people. You should not hesitate to state publicly and openly the rationale for choosing the slate of nominees. If you establish trust with the voters, they will likely embrace your proposed slate of nominees.

As a second option, suppose you have no term limits and have an ineffective individual on your Board, who - through name recognition - manages to garner the necessary votes to get elected again and again. In this case, you may need to consider the following questions: Might someone find the backbone to give feedback to this person that the organization may need him or her to move on? Or is it possible that the electors keep on voting for this person as a protest vote, because they do not trust the Board and want to make sure that there is someone on it to keep it accountable? (in which case the Board needs to take steps to enhance its relationship with the community).

As a third option, if you absolutely must have term limits (assuming your legislation does not preclude them), see if you can make them flexible. For example: "*No individual may serve in the same position for more than three consecutive terms, except that this restriction may be waived by a two-thirds vote of the electors.*" (or a two-thirds vote of the Board).

Eli Mina, M.Sc., P.R.P. Meeting Mentor & Registered Parliamentarian
Web site: www.elimina.com; E-mail address: eli@elimina.com

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NEWS & VIEWS - Cindy Oliver, FPSE President

Campus 2020 recommendations out of step with public opinion

Just over a year ago the provincial government launched a review of BC's public post-secondary education system. It was called Campus 2020 and it was led by Geoff Plant, the former BC Liberal Cabinet Minister from 2001 to 2005.

The review would address some of the major problems facing BC's post-secondary system. Its recommendations would hopefully put BC on the path to solving some of the critical skills shortages that exist and, ultimately, strengthen BC's capacity to grow sustainably in an increasingly knowledge-based global economy.

Thirteen months and several millions of dollars later, what do we have to show for all of that review? Not much. On key questions like affordability and access, Mr. Plant's recommendations offer little comfort to the thousands of post-secondary students trying to cope with rising tuition fees and growing debt. His only suggestion on that front is to allow tuition fees to increase even more. For public post-secondary institutions struggling with chronic under-funding, Mr. Plant's recommendations give no indication that the under-funding problem will be solved any time soon.

Just as troubling, Mr. Plant suggests that the degree granting status of our community colleges be stripped, a move that puts into serious doubt their future.

Even more disturbing are Mr. Plant's recommendations for changing the governance structure within our public post-secondary system. Instead of opening that system up for greater public input into key policy decisions, Mr. Plant proposes changes that would limit that input. In fact, Mr. Plant's recommendations for post-secondary education look suspiciously like the reforms that the BC Liberals used in health care, where they forced massive consolidation, privatization and virtually no opportunity for public or stakeholder input.

The Campus 2020 recommendations are certainly out-of-step with mainstream public opinion. An August Ipsos Reid poll showed that about 60 percent of British Columbians think tuition fees are too high. That percent figure has increased steadily since 2002 when the BC Liberals allowed tuition fees to skyrocket.

The Ipsos poll also shows strong support amongst BC voters—86 percent of those polled—for the government to invest more in public post-secondary institutions as a way to address the province's growing skills shortage.

The only good news at this point is that the provincial Minister of Advanced Education is still evaluating the Campus 2020 report recommendations. BC needs to strengthen its commitment to public post-secondary education and the Minister can take the first step in that direction by recognizing the shortcomings in the Campus 2020 report. He can also show that commitment by making the necessary investments in our public system, investments that will make it more affordable and more accessible. He can also send a strong message to both students and public post-secondary institutions by supporting governance changes that respect the need for local autonomy and degree-granting status.

It's never too late to make the right decisions. Hopefully, the Minister recognizes that point and will work with students, faculty and the broader public to strengthen our public post-secondary system in ways that work for everyone.

Mark your calendar - Friday, December 7, 2007

What:	FSA Annual Dance
Why:	Celebrate the end of term, enjoy yourself, meet or reconnect with friends, help develop a sense of community at UCFV, and maybe even win a prize.
Where:	Abby Conference Centre 33738 Laurel Street, Abbotsford
Ticket Price:	\$25 per person (estimate)
Entertainment:	Earl James Band (committed to get you dancing)

THE FSA EXECUTIVE FOR 2007-2008

ABBOTSFORD OFFICE LOCALS:

President	Scott Fast	4061
Faculty Vice-President	Glen Baier	2421
Staff Vice-President	Richard Heyman	4333
Contract Administrator (Faculty)	Curtis Magnuson	4085
	Cell: 604-626-2506	
Contract Administrator (Staff)	Heidi Tvete	4593
	Cell: 778-808-0917	
Contract Chair	Virginia Cooke	4516
Secretary/Treasurer	TBA	-
Communications Chair	Rhonda Snow	4784
Agreements Chair	Kevin Busswood	2606
JCAC Co-Chair	vacant	-
JPDC Co-Chair	Wendy Burton	2413
OH&S Co-Chair	Colleen Olund	4524
Social Convener	Mandy Klepic	6333

FPSE REPS

Status of Women	Lori Wirth	4006
Human Rights	Kulwant Gill	4234
Non-Regular Employees Chair	Leifka Vissers	4631

UCC REPS

Faculty Rep	Bob Smith	4523
Staff Rep	Vacant	-

From the Social Convener

Attend this year's party on December 7th and enjoy yourself!

We need your help with the following items:

Help us find items for prizes. If you have prizes to donate or have suggestions about how to obtain great prizes – please let us know as soon as possible.

Showcase your talent. You have one semester to hone your talent for the talent show portion of the evening. Can you wax eloquent, deliver killer punch lines, sing it out like Ethel Merman, or dance a mean jig, an elegant traditional waltz, or an insane funky chicken dance?

Your 2007/08 Social Committee:
Mandy Klepic (local 6333)
Shelaugh Thomson (local 2604),
Margaret Brackett (local 4523)
and Joanne Pehlke. (local 4679)

Mandy Klepic

Words and Vision

**Newsletter of the
UCFV Faculty and Staff
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